



@USNPEOPLE WEEKLY WIRE

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Chief of Naval Operations Public Affairs

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or find it online at www.navy.mil/cnp

1.) CNO Releases 'A Design for Maintaining Maritime Superiority' / 5 JAN 16 [\[LINK\]](#)

Chief of Naval Operations Public Affairs

WASHINGTON (NNS) -- Chief of Naval Operations Adm. John Richardson released 'A Design for Maintaining Maritime Superiority,' Jan. 5, a document that addresses how the Navy will adapt to changes in the security environment and continue to fulfill its mission.

To read A Design for Maintaining Maritime Superiority click [here](#).

The term 'design' refers to the document's built-in flexibility, recognizing the rapid rate of change occurring in both technology and the maritime domain.

"This guidance frames the problem and a way forward, while acknowledging that there is inherent and fundamental uncertainty in both the problem definition and the proposed solution," said Richardson.

"As we move forward, we'll respect that we won't get it all right, and so we'll monitor and assess ourselves and our surroundings as we go. We'll learn and adapt, always getting better, striving to the limits of performance."

The CNO's design reaffirms the Navy's mission, describes the strategic environment and identifies four lines of effort, each with corresponding objectives to guide the actions of the Navy and its leaders.

The four lines of effort are the following:

- Strengthen Naval Power at and from Sea
- Achieve High Velocity Learning at Every Level
- Strengthen our Navy Team for the Future
- Expand and Strengthen our Network of Partners

The document also details four 'Core Attributes' that serve as guiding criteria for command decisions in decentralized operations: integrity, accountability, initiative, and toughness.

2.) Chief of Naval Personnel to Visit Sailors in the U.S. Pacific Fleet / 6 JAN 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

SAN DIEGO (NNS) -- The Navy's top personnel officer is kicking off the New Year by visiting Sailors assigned throughout the U.S. Pacific Fleet, starting today.

Chief of Naval Personnel, Vice Adm. Bill Moran, will visit San Diego, Japan, and Hawaii, over the next several days to discuss how the Navy's personnel policies are affecting Sailors serving in the Pacific.

"The U.S. Navy is more important to national security than ever now, and our presence in the Pacific plays a key part of that," said Moran. "As we conduct more operations in the Pacific, there is no better way to know how our personnel policies are affecting Sailors than to hear it from the men and women serving there."

While in San Diego Jan. 7-8, Moran will visit Sailors assigned to USS Makin Island (LHD 8) and the U.S. 3rd Fleet. He will then head to Japan, which will mark his first visit to Yokosuka, Japan, the U.S. 7th Fleet headquarters and Naval Air Facility Atsugi as Chief of Naval Personnel. In Yokosuka, Moran will visit USS Ronald Reagan (CVN 76), which recently completed an historic homeport change as part of the Navy's three-hull carrier swap, as well as a variety of other commands.

"Make no mistake," Moran said. "The men and women stationed in Japan are a vital part of the Navy's mission, and work alongside our allies and partners to promote security and stability throughout the region. It's vital to know, and hear, that we're supporting our Sailors here and taking care of them while forward deployed."

In Hawaii, Moran will visit Sailors assigned to a variety of ships and aircraft squadrons in Pearl Harbor and Kaneohe Bay as well as embark a submarine overnight before returning to Washington, D.C. next week.

"As we assign more women to submarines over the next few months and years, it's important for us to get a first-hand look at life aboard an underway submarine for an extended period of time," said Moran. "Spending a night aboard a submarine, alongside Fleet Master Chief April Beldo, will help us do just that."

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.

3.) Navy Personnel Boss Eyes Big Changes to Bonuses, Advancement / 3 JAN 16

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He's filled thousands of open fleet jobs, ushered in new long-deployment pay, and eased body fat standards.

Now the Navy's personnel boss is targeting big changes to petty officer advancement and your bonuses with an aim of retaining the best talent as the service adopts the new retirement system in two years.

"The ability to put the quality inside of our calculus and be able to tailor our compensation packages and tailor a compensation approach to retaining talent — we are going to have to do that with this new retirement program," Chief of Naval Personnel Vice Adm. Bill Moran said. "It starts in fiscal year 2018, two years from this January. We are going to have to be ready to look at it differently."

In nearly three years on the job, Moran has worked to even out opportunities as the service has emerged from a decade-long drawdown and then enlisted retention boards that trimmed the ranks lower than planned, worsening manpower shortages in operational commands.

"Priority wise, I would tell you nothing has changed...trust, balance, and stability — that is not going to change," Moran said in a Dec. 16 interview with Navy Times. "We always have to work on the trust side of things both up the chain and down the chain and I think we have made improvements there and we continue to work on it that is a constant effort on our part."

Paying for fleet duty

In 2014, Moran hiked sea pay and the sea pay premium, the kicker payments for those who spend longer than average tours on sea duty. To date, 116,878 sailors have already collected. Moran says these moves have helped fill thousands of openings at fleet commands that have persisted for years.

Another pay initiative to reward sea duty was hardship duty pay-tempo, which pays \$17 every day a sailor is deployed beyond 220 days. So far, about 13,000 sailors have gotten this pay, too.

"We believe this has improved Sailors' propensity to serve at sea," Moran said in a follow-up email to the interview. "We've worked hard to improve fleet manning and over the past two years we've reduced gaps at sea significantly."

But in the long-haul, he says it will be the sea pay hike that will benefit sailors most with deployment lengths dropping from as long as nine months. The service anticipates paying out less HDPT as fleet bosses work to keep deployments under 7 1/2-months.

Fleet manpower

Moran's detailers have made headway in closing the thousands of open fleet jobs, a left-over from downsizing ship crews that has frustrated smaller crews faced with the same amount of work.

The gap has fallen from 12,740 billets in 2012 to 1,779, according to official measurements of "fill," where manning is calculated based on the number of sailors with the proper rating and paygrade.

Moran says manning will shift eventually to a more precise measure of manpower known as "fit," which tracks the percentage of sailors with the proper Navy Enlisted Classifications required for their job.

As of December, the "fit" level stood at 91 percent, with 11,421 billets lacking sailors with the proper NEC, paygrade and rating combination.

"We are back in a very good place across the fleet, over 98 percent filled today of all our sea duty billets," Moran said. "We are bumping up against our promise of 92 percent fit."

The Navy is preparing to launch a new detailing system to boost fleet manning. This will define every billet to the skills and training needed to reach a "fit" standard.

"The fit number is today through a lot of manual efforts and we will see how the fit progresses under [billet-based detailing] because the command is getting a much better idea and picture of ... what that sailor is coming to the ship with," Moran said.

Bonuses

Moran wants more sailors to qualify for re-up cash and wants to offer more perks as part of that contract.

That corporate-style approach is part of a larger rethink that Moran believes is needed as the service confronts a strengthening economy and, especially, a new retirement system that will replace the 20-year cliff-vesting system. The new system, which sailors can opt into, will provide retirement money for more than the one-in-five who reach the 20-year retirement today. It will offer sailors a 401(k)-style retirement savings account that the military will contribute to, with a corresponding drop in pension payments.

The Navy has asked the independent Center for Naval Analyses think tank to study ideas for new bonus structures. The think tank came up with ideas that melded the selective reenlistment bonus system into a hybrid where other incentives could come into play, such as assignments, professional schools and special pays.

Moran says the Navy is developing plans with the new retirement system to take effect in fiscal year 2018; sailors serving before Jan. 1, 2018 will be grandfathered into the existing retirement system, but those who joined after Jan. 1, 2006, will be able to opt into the new, blended retirement system.

"We are going to have to be ready to look at it differently," he said. "The laws and statutes that govern how we shape the force are based on the calculus that is part of the retirement system that has been around for decades."

Adjusting bonuses and other special pays to tailor the future Navy force and target specific skills and even specific individuals is critical, Moran said, adding that the new retirement system could radically change the shape of the force by retaining more junior sailors — they lose nearly 60 percent of first-term sailors — but recruiting fewer up front.

The smaller pensions and earlier retirement contributions could reduce the incentive for some to stay to their 20-year mark.

He's confident that the Navy will be able to modify its bonus offerings, saying that only 20 percent of the changes will need lawmakers to enact new laws.

"We are going to have to do that with this new retirement program," he said.

Advancement outlook

Moran has evened out enlisted opportunities so that most sailors can count on steady advancement up the ranks.

This fall's advancement cycle saw an average of 23.3 percent of eligible sailors move up across all three petty officer pay grades. It's ticked lower over the past few cycles due to high retention, Moran said, mostly due to continued high retention in the ranks. Overall during his tenure, it's around 24 percent, a level he calls healthy and in line with historic averages.

You can expect that steady advancement to continue into the foreseeable future.

"Retention is a factor in our advancement planning as we advance to vacancies," he said. "I think we will remain close to the 10-year-average for the foreseeable future."

Moran's next move is to expand the new spot advancement system of moving sailors up the petty officer ranks. The Meritorious Advancement Program saw commands use nearly every available quota. Moran has called for commanding officers to use these spots to promote the best, not to save mediocre sailors from high-year tenure limits.

"I was impressed with how command leadership implemented the first full season of MAP and complied with the intent of the program," Moran said. "This year, we promoted 2,282 sailors and used 99.6 percent of available quotas. Only eight quotas went unused."

MAP advancements from the 3-month window in the summer were then factored into setting overall advancement quotas.

The program's success has opened the door. Moran said he plans to expand the program to shore commands starting in 2016, adding that those details are being worked out and will be released in early 2016.

"The real value here ... is that we [now] have excellent accounting of where and how we advanced these sailors — a dramatic improvement from years under the [Command Advancement Program] where we were far less effective at accounting," he said. "Going forward, we will be able to do a better job at managing advancements by rate and paygrade."

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REAP was created to provide education benefits to National Guard and reserve members who spent time on active duty but were not eligible for traditional GI Bill offerings. Nearly 14,000 veterans used REAP funds to attend college classes in fiscal 2014, at a cost of \$56 million.

But the program is considered redundant now in light of the Post-9/11 GI Bill, which offers education benefits to most troops who spent any time on active duty after September 2001.

REAP represented a little more than 1 percent of VA education payouts in fiscal 2014.

Individuals who are enrolled and attending classes through the now-defunct program are eligible to continue receiving benefits until Nov. 25, 2019. Officials anticipate that should cover nearly all participants currently working on degrees.

Students who received REAP money in the past but were not in classes last semester will see their benefits cut off. VA officials said most of those individuals will be able to use Post-9/11 GI Bill funds instead, but are reaching out to affected students to gauge the potential impact of the changes.

"VA is actively working to identify affected veterans who have previously applied for VA benefits to notify them of this change and their potential eligibility for other VA educational assistance programs," officials said in a statement.

They added that would-be new enrollees also can contact VA offices to see if they qualify for other education programs.

Additional information on the program change is available on VA's [website](#).

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